

EEO PUBLIC FILE REPORT

KVOA Communications, Inc.
Tucson, AZ

June 1, 2018 - April 30, 2019

FULL-TIME POSITIONS

Full Time Position	Position Title	Date Opened	Date Filled	Recruitment Source(s) Which Provided Interviewees	Number Interviewed	Number Hired
1	Photographer	5/16/18	6/5/18	KVOA.com	2	1
2	Executive Producer	8/11/17	6/18/18	Tvjobs.com	5	1
3	Anchor	5/16/18	6/11/18	Tvjobs.com	1	0
				KVOA.com	3	1
4	Digital Sales Specialist	7/17/17	6/25/18	Indeed.com	4	0
				Linked In	3	1
				Employee Referral	1	0
5	Assistant News Director	9/25/17	6/25/18	KVOA.com	1	1
				Tvjobs.com	10	0
6	Master Control Operator	6/5/18	6/21/18	Indeed.com	1	1
7	Digital Content Producer	6/21/18	6/27/18	KVOA.com	1	1
8	Producer	5/22/18	8/8/18	Tvjobs.com	2	1
				KVOA Interns	2	0
				KVOA.com	1	0
9	Broadcast Engineer	6/22/18	8/7/18	Indeed.com	2	1
				KVOA.com	1	0
10	News Producer	10/19/18	1/14/19	KVOA Interns	1	1
				Tvjobs.com	1	0
11	Account Executive	12/5/18	1/8/19	Employee Referral	2	1
				Linked In	6	0
				Industry Awareness	2	0
12	Producer	10/19/18	3/4/19	Linked In	1	1
				Tvjobs.com	2	0

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Longer Term Recruitment Initiatives Implement for Period June 1, 2018 - April 30, 2019

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	3/10/03-Ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involves writing, producing and editorial process. During the current EEOC year KVOA has had 24 Interns from the University of Arizona	Cathie Batbie-News Director; Jason Fenwick-Asst. News Director/Internship Coordinator
2	1/1/07-Ongoing	University of Arizona Press Cat Shadow Program	College students job shadow	College students job shadow MMJ to learn day to day duties of reporting in the television environment. During the current year 12 Univeristy of Arizona Students shadowed KVOA's MMJ.	Lupita Murillo-MMJ
3	9/27/18-4/27/19	Weather IQ	School Visits	Fun, Educational, Dynamic Game about weather. During the school year 15 schools were visited. This was presented to 3rd-5th graders. This program was presented to approximately 725 children during the school year.	Matt Brode-Chief Meteorologist; Jeff Clemons - Marketing Director
4	6/6/18	Station Tour	Make A Wish Foundation	4 children and 1 adult toured the station learning about television broadcasting	Cathie Batbie-News Director
5	6/13/18	Station Tour	BeFreePima Youth Group	10 young adults toured the station learning about television broadcasteing	Adrienne Robertson--Local Sales Manager
6	7/26/18	Sation Tour	U of A Eller College of Management & Marketing	59 students from the Eller College of Management & Marketing toured the station learning about broadcasting and the Marketing for the station	Jeff Green--General Sales Manager
7	8/1/2018-5/30/19	Student Interns	San Manuel High School	4 students from the high school each spend one day a week during the entire school year in our newsroom learning about the day to day operations.	Cathie Batbie--News Director
8	9/4/18	Staton Tour	Intermountain Academy	10 students and their teachers toured the station learning about television broadcasting	Ina Ronquillo-Assistant News Director
9	9/11/18	Station Tour	Girl Scout Troop #178	10 Girls Scouts toured the station learning about television	Donnie Jordan/News Producer
10	9/13/18	Career Fair	KVOA Career Fair in conjunction with the Arizona Broadcasters Association	Recruited candidates for a Account Executive position. Also talk to students about potential internships for class credit.	Adrienne Robertson--Local Sales Manager & Kendra Gefvert Internet Sales Director

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
11	9/15/18	Children's Mentoring Program	Bear Essential News for Kids	KVOA hosted a weekend workshop in our studio for 60 kids. KVOA Staff and Management taught them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports that air on KVOA every week. This year, over half the kids were minorities from schools through the metro area.	Ray Montano, Roland Mendez-Production, Pat Torrez Engineering & Paul Cicala- Sports Anchor
12	9/17/18	Station Tour	Vail School Rehabilitation Services	5 students toured the station learning about careers in broadcasting	Jeff Beamish/Morning Meteorologist
13	1/25/19	Station Tour	Green Fields School	14 students learned about broadcasting and weather	Stephanie Weaver/Weather/Reporter
14	3/19/19	Career Fair	KVOA Career Fair in conjunction with the Arizona Broadcasters Association	Sponsored our Career Fair. Recruited applicants for Account Executive, Morning Meteorologist	Adrienne Robertson-Local Sales Manager
15	3/20/19	Station Tour	Calvary Chapell School	12 students toured the station learning about careers in broadcasting	Sean Mooney/Morning Anchor
16	3/27/19	Station Tour	U of A Creative Professional Communications Class	67 students visit station learning about broadcasting and marketing	Bill Shaw-General Manager
17	4/3/19	Station Tour	Youth on their Own	7 students toured the TV station learning about careers in television	Morgan Toone-Account Executive
18	4/15/19	Station Tour	Pima Community College/Communications, Digital Arts, Journalism & Technical Writing	25 students toured the station learning about different careers in the broadcasting industry. Students watch a live newscast in our studio so they could see how all of the different careers come together to put a newscast together.	Randy Smith/Operations Manager
19	4/22/19	Station Tour	Willcox Middle School	18 students toured the station learning about broadcast careers.	Jeff Green--General Sales Manager
20	4/23/19 & 4/25/19	Station Tour	Gale Elementary School	48 children from Gale Elementary toured the station learning about weather	Stephanie Weaver/Weather/Reporter
21	4/24/19	Station Tour	Bonita Elementary School	14 children toured the station learning about weather and careers in broadcasting	Bill Shaw-General Manager

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Section 2. Recruitment Source List - Notice of all full-time vacancies where sent to the sources listed below unless noted otherwise.

Recruitment Sources	Contact	Total Number Interviewed	Entitled to Notification
Chicanos Por La Causa WorkForce Solutions 619 N. 7th Ave, Bldg B Phoenix, AZ 85007	Michelle Hernandez Fax: Tel: 602.695.5745 michelle.hernandez@cplc.org	0	Yes
NAACP Tucson Branch P.O. Box 210067 Tucson, AZ 85703	Clarence Boykins Tel: 622.8277 clarence540@aol.com	0	Yes
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Baker Fax: 623.9364 Tel: 791.9522 dbakerx@csd.pima.gov	0	Yes
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Vicky Mullins Fax: 884.0240 Tel: 884.7131 vmullins@ticenter.org	0	Yes
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Lindsey Siegmund/USAF ACC Fax: 228.5622 Tel: 228.5690 355FSS.FSFR.Employment@us.af.mil	0	Yes
National Urban League 120 Wall Street New York, NY 10005	S. Harris Tel: 212.558.5300 sharris@nul.org	0	Yes
Beacon Group P.O. Box 50544 Tucson, AZ 85703	Employment Service Specialist Tel: 622.4874, Ext. 130	0	Yes
Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, AZ 85713	Lisa Larivee Tel: 520.623.5174, Ext. 117 llarivee@goodwill-tucson.org	0	Yes
P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, AZ 85704	Liz Rabago Tel: 884.7810 lrabago@ywcatuscon.org	0	Yes
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Charlene Shelton Fax: 520.533.7059 Tel: 520.533.5764 or 520.533-7314 usarmy.huachuca.imcom-central.mbx.SFL-TAP@mail.mil	0	Yes

Recruitment Sources	Contact	Total Number Interviewed	Entitled to Notification
Pima County One Stop Career Center 430 North Commerce Park Loop Tucson, AZ 85745	Patricia Gastelum Fax: 798.0599 Tel: 724-6738 patricia.gastelum@pima.gov	0	Yes
AWRT - Tucson Chapter Tucson, AZ	Katrina Noble Tel: 520.745.8221 katrina@adwiz.com	0	No
Department of Economic Security 5441 E. 22nd Street Tucson, AZ 85711	Topacio Brito Fax: 495-5063 or 203-8730 Tel: 872-9185	0	Yes
Gospel Rescue Mission 312 W. 28th Street Tucson, AZ 85713	Jenny Coverdale Fax: 622.5880 Tel: 622.3495	0	Yes
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Tel: 628.6810	0	Yes
Tohono O'Odham Nation P.O. Box 837 Sells, AZ 85634	Freddie Lopez Tel: 520-383-4251	0	Yes
KUAT Communications University of Arizona P.O. Box 210067 Tucson, AZ 85721	Terri Sweet Tel: 620.5828	0	Yes
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Ryan Williams Tel: 301.445.7100	0	Yes
Recruitment Sources	Contact	Total Number Interviewed	Entitled to Notification
Chicano/Hispanic Student Affairs Economics 23 P.O. Box 210023 Tucson, AZ 85721	Leona R. Puente	0	No
LULAC P.O. Box 2443 Tucson, AZ 85702	Mary Fimbres	0	No
Emmanuel Grace Church 1850 W. San Marcos Blvd. Tucson, AZ 85713	Minister Charles Watkins Tel: 628-7641	0	No
Jackson Employment Center 300 E. 26th Street Tucson, AZ 85713	Cheryl Bakari Tel: 838.3300	0	No
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, AZ 85746	Carmen Thomas, HR Director Tel: 883-5000	0	No

Recruitment Sources - Sister Stations	Contact	Total Number Interviewed	Entitled to Notification
KXLF 1003 S. Montana Butte, MT 59701	Jon Saunders, General Manager Fax: 406.782.8906 Tel: 406.496.8400 Email: jon@kxlf.com	0	No
KRTV Hwy 87, P.O. Box 2989 Great Falls, MT 59404	Jon Saunders, General Manager Fax: 406.791.5479 Tel: 406.453.2431 Email: jsaunders@krtv.com	0	No
KBZK 90 Television Way Bozeman, MT 59718	Bob Cruz Fax: 406.586-4135 Tel: 406.922.2400 Email: bacruz@kbzk.com	0	No
KPAX P.O. Box 4827 Missoula, MT 59801	Tammy Engle Fax: 406.543.7111 Tel: 406.543.7106 Email: tammy1@kpax.com	0	No
KTVQ P.O. Box 2557 Billings, MT 59103	Lynise Pollock Fax: 406.252.9938 Tel: 406.252.5611 Email: lpollock@ktvq.com	0	No
KOAA 2200 7th Avenue Pueblo, CO 81003	Evie Hudson, Business Mgr Fax: 719.295.6685 Tel: 719.544.5781 Email: ehudson@koa.com	0	No
KATC P.O. Box 63333 Lafayette, LA 70506	Cathy Schexnayder, Business Mgr Fax: 337.235.9363, 337-769-1050 Tel: 337.235.3333 Email: cathys@katctv.com	0	No
KRIS 409 Staples St. Corpus Christi, TX 78401	Rebecca Paxton Fax: 361.887.6666, 361-885-3773 Tel: 361.886.6100 Email: rpaxton@kristv.com	0	No
WLEX P.O. Box 1457 Lexington, KY 40591	Sandy Bryon, Business Manager Fax: 859.254.1272 Tel: 859.226.7600 Email: sbyron@wlex.tv.com	0	No
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Joey Azar, Business Mgr Fax: 805.541.5142 Tel: 805.541.6666 Email: jazar@ksby.com	0	No
Recruitment Sources		Total Number Interviewed	Entitled to Notification
KVOA Career Fair (Arizona Broadcasters Association) Location: Pima Community College	<i>Notices of all full-time vacancies were available at career fair</i>		No
KVOA Internship Program Ricky Vazquez P.O. Box 5188 Tucson, AZ 85703-0188 www.kvoa.com		3	No
KVOA Communications, Inc. Gabriella Trejo P.O. Box 5188 Tucson, AZ 85703		9	No
KVOA Employees P.O. Box 5188 Tucson, AZ 85703			No
KVOA Employee Referral P.O. Box 5188 Tucson, AZ 85703		3	No

www.azbroadcasters.org Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 602.252.4833			No
Broadcast Engineering www.tvtechnology.com	<i>Notices for full-time Engineering positions only</i>		No
Career.org joblistings@apscu.org			No
Career.arizona.edu The University of Arizona Career Services Student Union Memorial Center 1303 E. University Blvd., Suite 411 Tucson, AZ 85721			No
www.collectivetalent.com bille@michaelsmedia.com 813.254.9695	<i>Notices for full-time News Talent positions only</i>		No
Cordillera.tv (Indeed.com) Cordillera Communications 325 Cedar Street, Suite 1001 St. Paul, MN 55101		7	No
Graeme Newell's gnewell@602communications.com	<i>Notices for full-time promotion positions only</i>		No
Linkin	<i>Some Sales positions and some news positions</i>	10	No
Industry Referral P.O. Box 5188 Tucson, AZ 85703	<i>"Word of Mouth"</i>	2	No

Recruitment Sources		Total Number Interviewed	Entitled to Notification
Arizona Advertising Federation-Tucson WWW.aaftucson.org	<i>Notices for full-time Engineering positions only</i>		No
Scottsdale Community College www.scottsdalecc.edu			
Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	<i>Notices for full-time News Department positions only</i>		No
www.media-match.com advertising@media-match.com		0	No
Pima Community College Katherine Jackson Tel: 520.260.4500 Fax: 520.206.4566 www.pima-csm.symplicity.com		0	No
tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com		21	No
www.sbe.org Society of Broadcast Engineering	<i>Notices for full-time Engineering positions only</i>		No
SpotsNDots ads@spotsndots.com	<i>Notices for full-time Sales and Traffic positions only</i>		No
Traffic Director Guild www.tdga.org Email: tdga@cox.net			No
University of Arizona / Arizona Daily Wildcat Newspaper 615 N. Park Ave. Room 101 Tucson, AZ 85721 520.621.2588		0	No

TOTAL INTERVIEWED:

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